

## Mentor Coaching

Provided by the Fostering Success Coaching Institute

### **Overview:**

Mentor Coaching is a required activity for ICF coaching credentialing. Mentor Coaching consists of 10 hours of Mentor Coaching over a three (3) month or longer period of time. During Mentor Coaching the participant is being coached on their coaching skills rather than on practice building, life balance or other topics unrelated to the development of a participant's coaching skill. Mentoring is intended to serve as a development process for the participant that takes place in a repetitive cycle of receiving feedback regarding participant coaching, reflecting on this feedback and practicing new skills. The focus must be on the development of skills using the ICF Core Competencies.

### **Structure:**

Participants will complete a minimum of 10 hours of Mentor Coaching. Group mentoring may count for a maximum of seven (7) hours toward the mentoring requirement. A minimum of three (3) of the 10 mentoring hours must be one-on-one mentoring. All Mentor Coaching should be completed verbally. The FSCI Mentor Coaching Structure will consist of five (5) group sessions at 90 minutes each. After completing the group sessions, each participant will then schedule three (3) 1:1 60-minute sessions with a mentor coach to complete the requirement.

### **Participant Responsibilities:**

- Have at least one active coaching client (paid or unpaid) who provides consent to recorded sessions, which the participant can bring to Mentor Coaching for feedback. Each participant will bring one (1) video for feedback to group sessions, and three (3) videos to their 1:1 sessions.
- Attend all 10 hours of required Mentor coaching. If a participant can not attend a group session, they will schedule time 1:1 with their Mentor Coach.
- Be an active observer, providing targeted feedback to peers.
- Practice self-reflection, identifying strengths and areas for growth at each Mentor Coaching session.

### **Mentor Coach Responsibilities:**

- The FSCI Mentor Coaches will adhere to the [Mentor Coaching and Duties and Competencies](#) as defined by the International Coaching Federation.